

EXHIBIT 2135

DOCUMENT

PLACEHOLDER

This document was produced in native format.



Candidate Generation

Human Resources Operations Review
December 12, 2006

Traci Wicks
Jeff Jacobs



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Agenda

- What's Important
 - Context for Candidate Generation
 - Business Case
- How are we doing?
 - Positioning ourselves for Success
 - Metrics
- Priorities to Improve ... Discussion

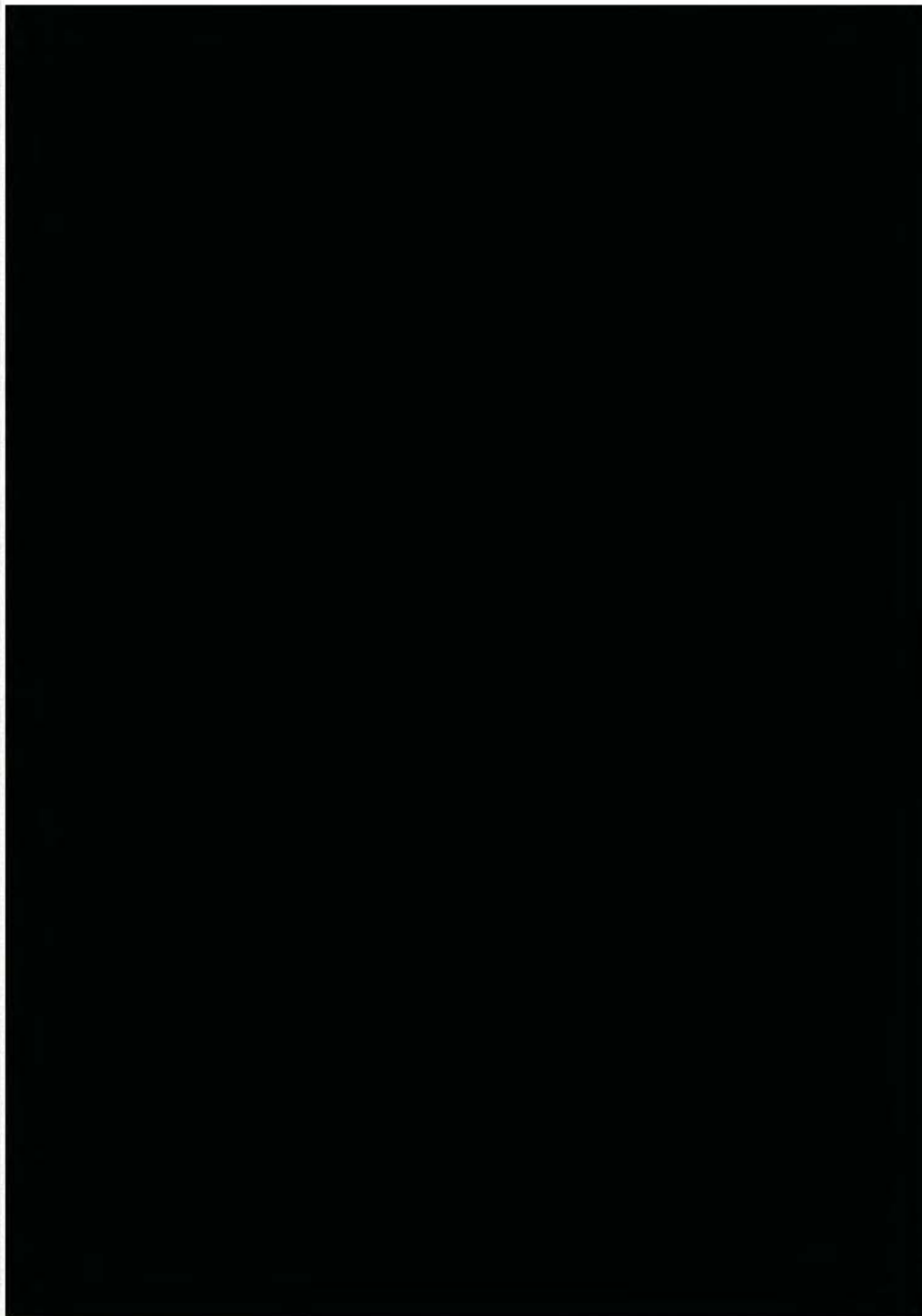
DISCUSSION DESTINATION

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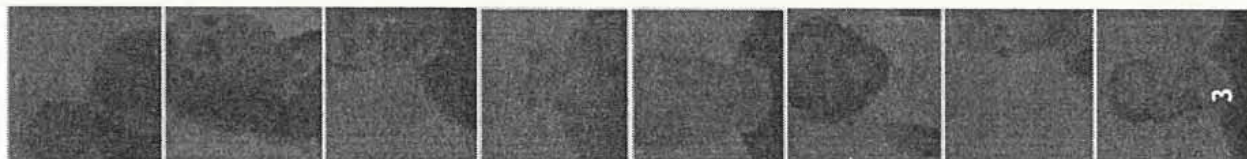


What's Important ... Context



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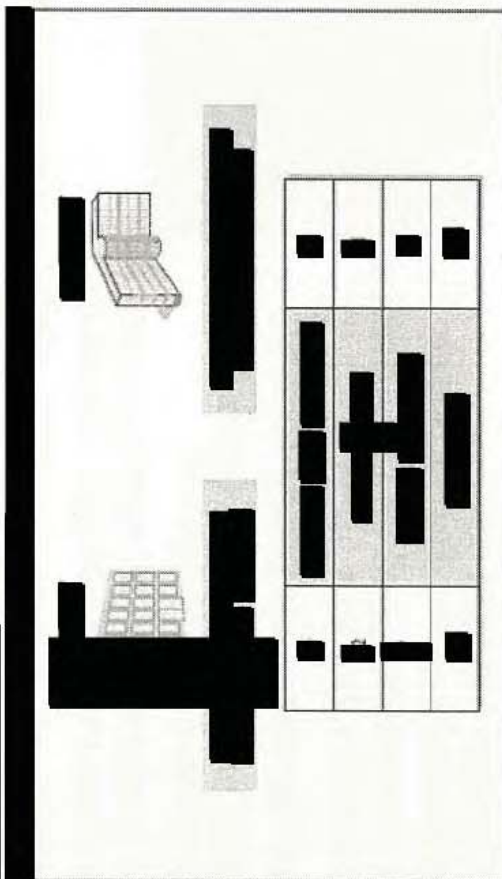
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Business Case ... Passive Talent & Candidate Generation

Passive Candidates...

[REDACTED]



[REDACTED]

Positioning Ourselves for Success



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How are we doing? ... Hires by Aggregate Source

	Q1 FY2005			Q1 FY2006			Q1 FY2007		
Source Aggregation	Hires	%	Total %	Hires	%	Total %	Hires	%	Total %
									

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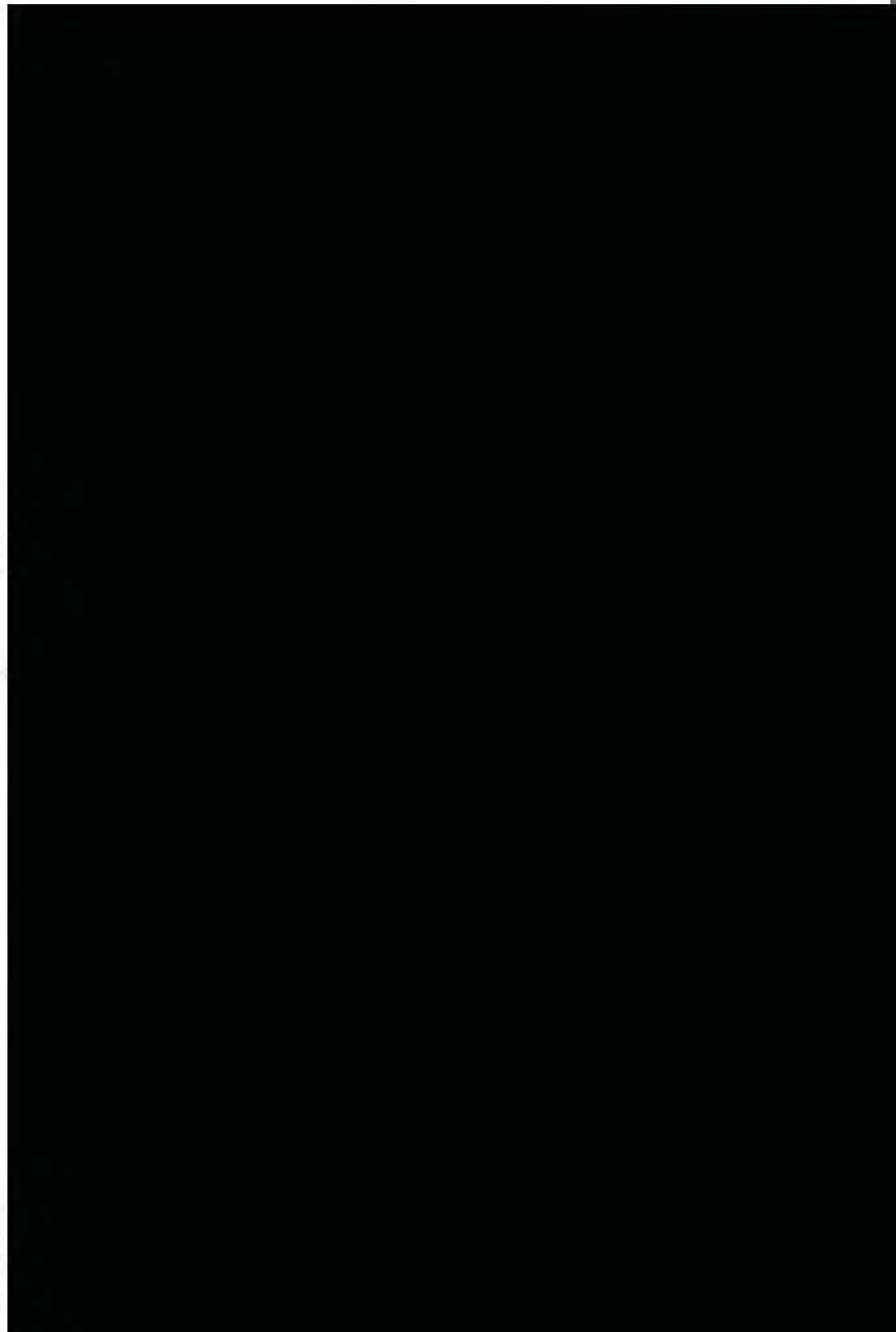
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Priorities to Improve ... Discussion

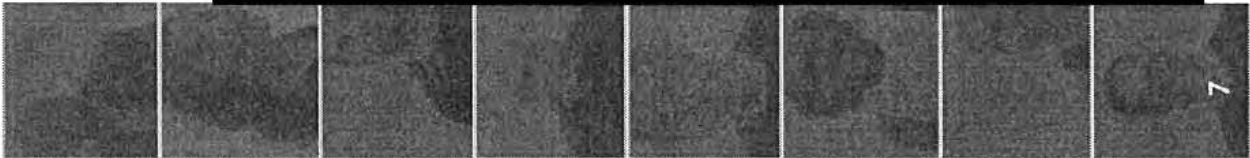
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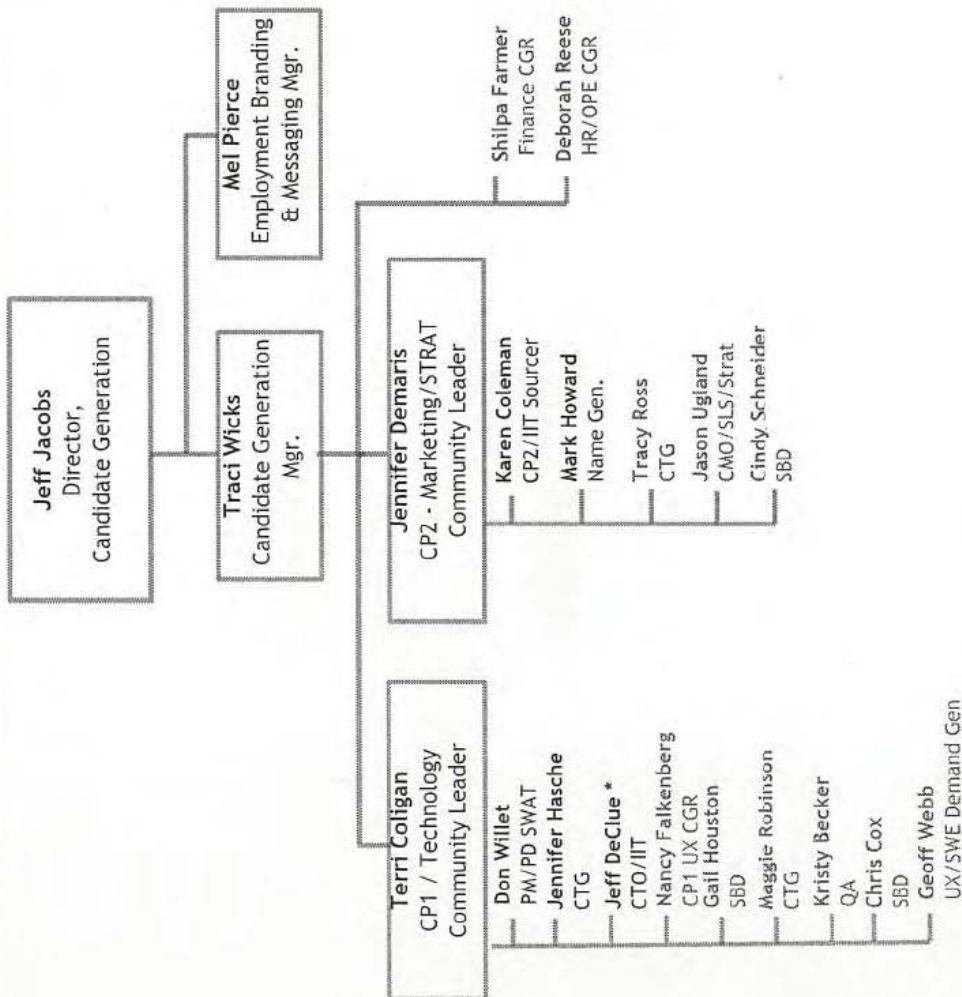
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Appendix



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CanGen Organization

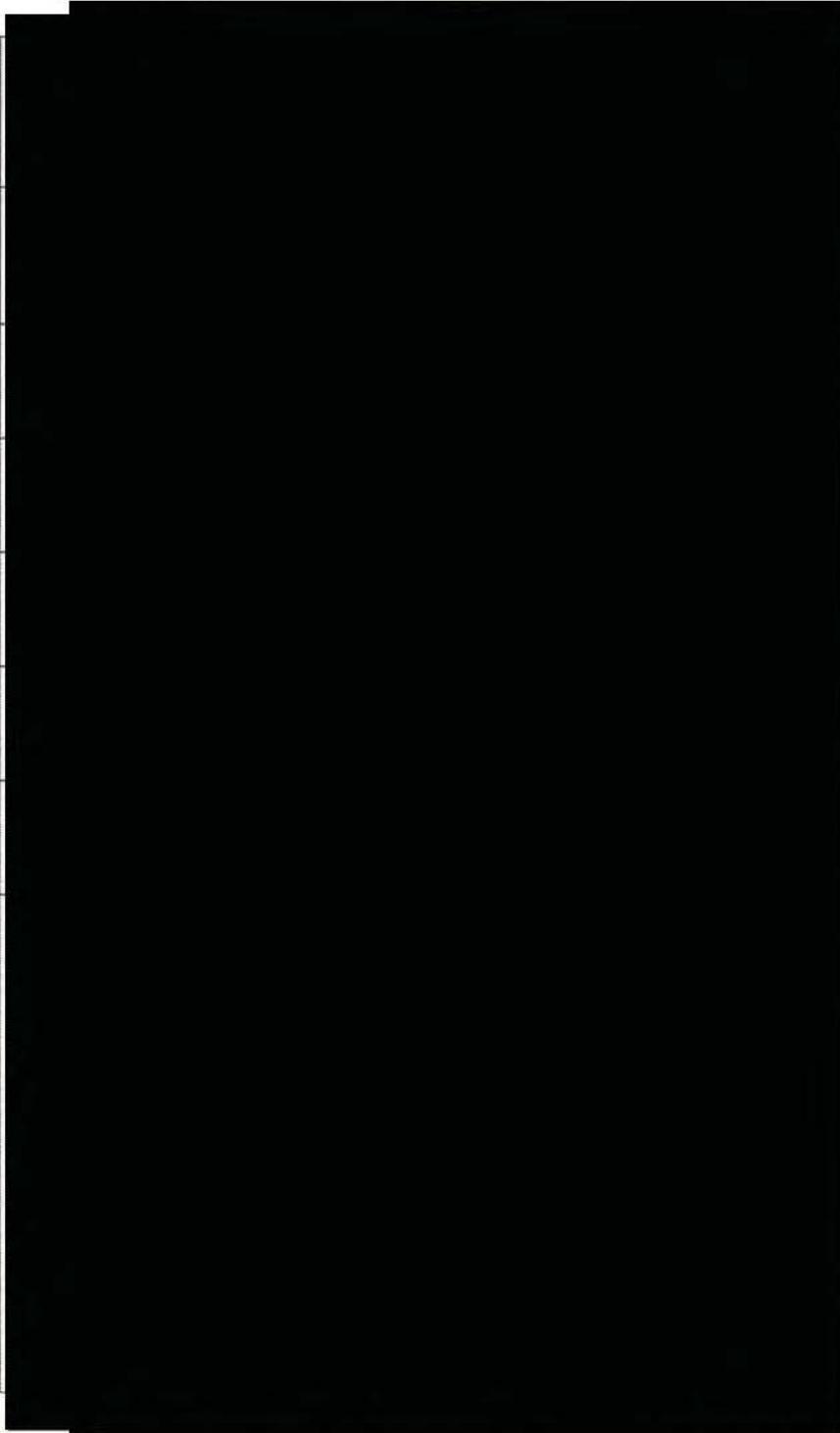


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Q1 FY07 Hires ... "Pro" vs. High Volume

FY2007 Aggregate Source Hires (August-October)



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CanGen FY07 Spend



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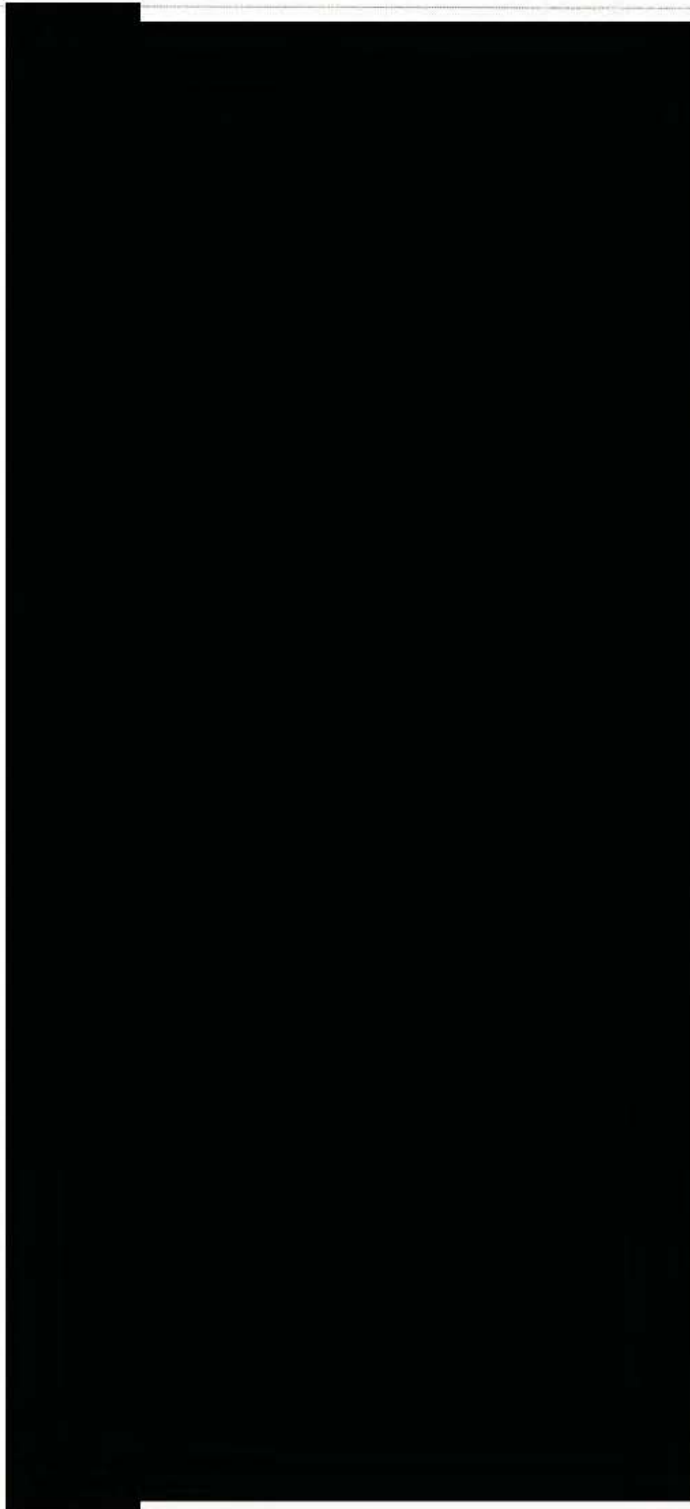


Stuff we don't need
but aren't ready to get rid of yet

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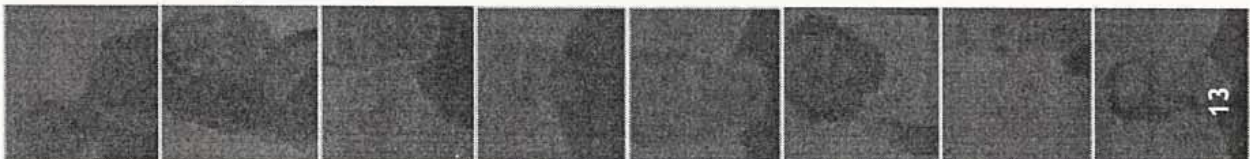


Pipeline Health



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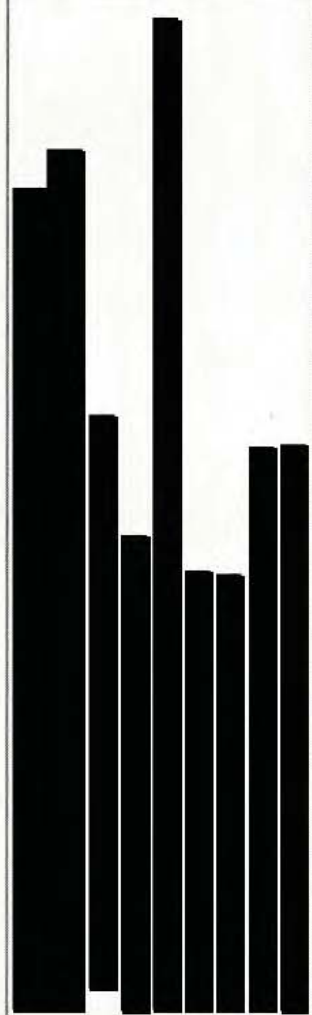


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Priorities to Improve ... Discussion

Big Y: The identification and engagement of the best resources available

Key Goals	Progress to Date
	
	
	



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How are we doing? ...

Hires by Aggregate Source

		Q1 FY2007		Q1 FY2006		Q1 FY2005	
		TOTALS	%	CG vs. Other	TOTALS	%	CG vs. Other
	Source Aggregation						
	CGR Sourced, Advertising, Internet/Job Boards, Events, Intuit Careers site						
CanGen	Employee referral						
	Agencies						
	College Recruiting						
	Internal Transfer						
	Recruiter Source						
	Conversions (Ctr, Sea)						
	Other - Unknown						
Add'l							
	TOTALS						

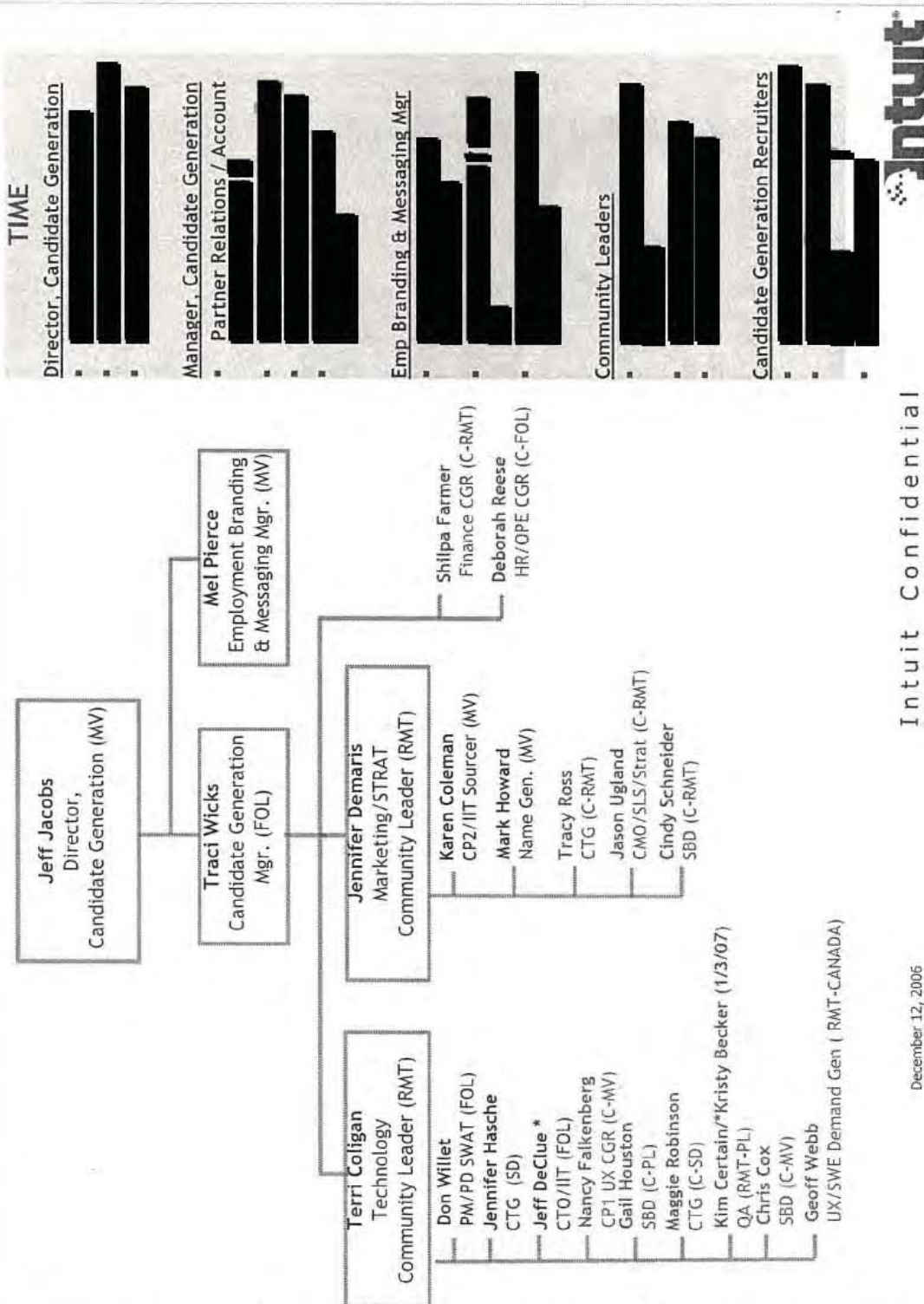


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How are we doing? ...

Org Structure & Time Allocation



How are we doing? ... Candidate Generation Delivery Model

Identification and engagement of the best resources available

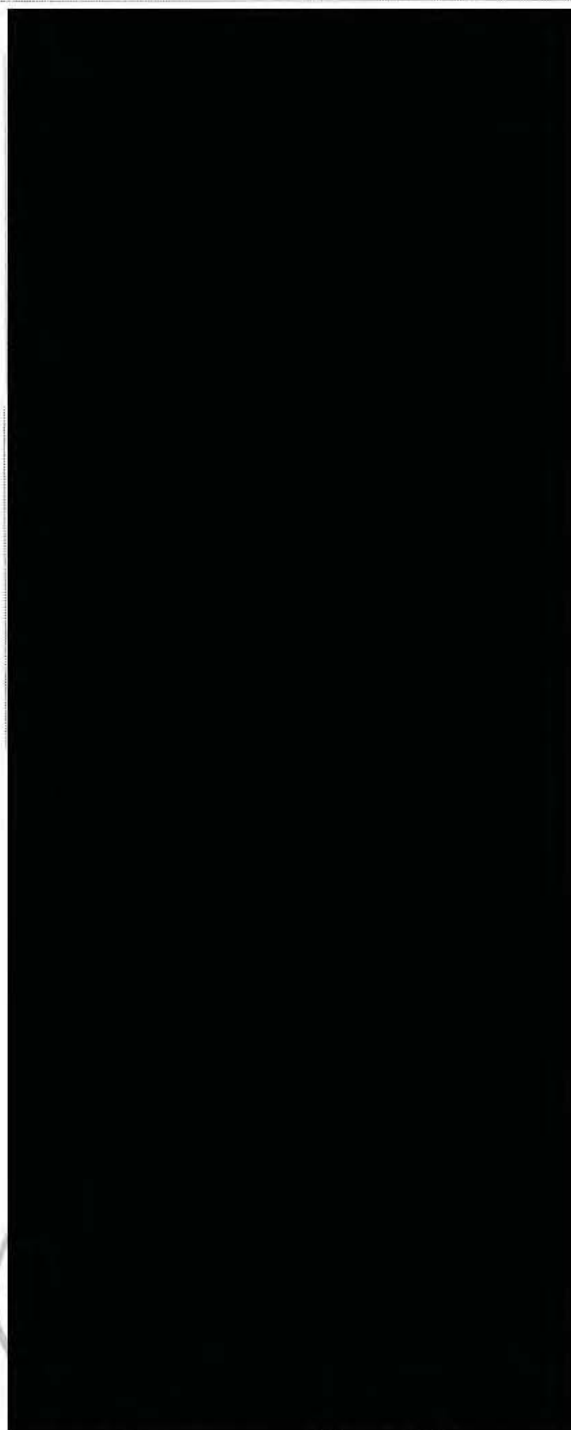


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What's Important ... TA Focus Areas



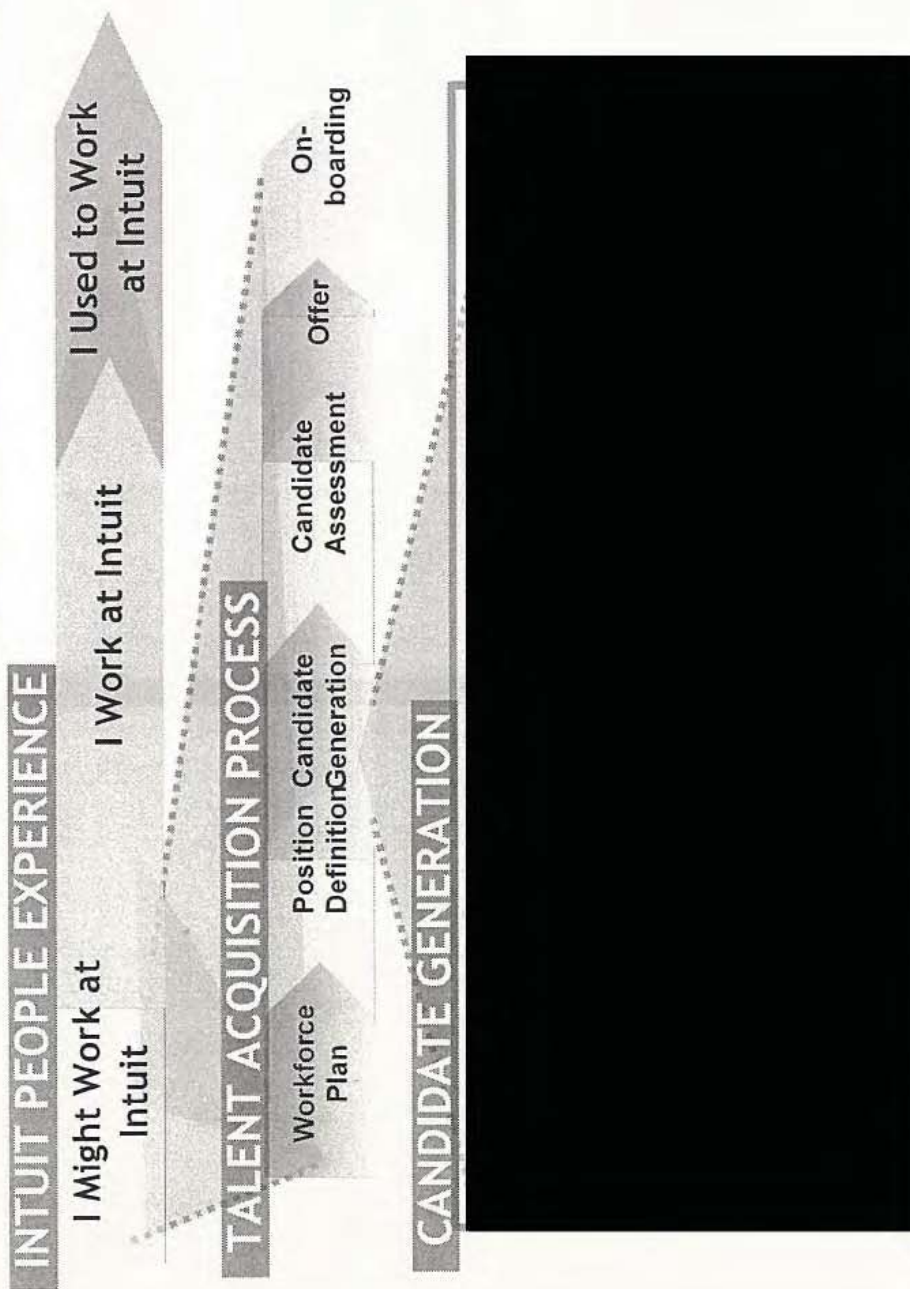
Help Intuit to greater business results

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What's Important ... Context



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Candidate Generation

Big Y: The identification and engagement of the best resources available

Key Goals	How we are doing	Priorities to Improve
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]



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From M2...Candidate Generation

Big Y: The identification and engagement of the best resources available

Key Goals	Progress to Date
<p>1. [REDACTED]</p> <p>2. [REDACTED]</p> <p>3. [REDACTED]</p>	<p>1. [REDACTED]</p> <p>2. [REDACTED]</p> <p>3. [REDACTED]</p>
<p>1. [REDACTED]</p> <p>2. [REDACTED]</p> <p>3. [REDACTED]</p>	<p>1. [REDACTED]</p> <p>2. [REDACTED]</p> <p>3. [REDACTED]</p>
<p>1. [REDACTED]</p> <p>2. [REDACTED]</p> <p>3. [REDACTED]</p>	<p>1. [REDACTED]</p> <p>2. [REDACTED]</p> <p>3. [REDACTED]</p>

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A TALE OF TWO COMPANIES

Proactive recruiting organizations are substantially more effective and efficient

CASE IN POINT: ALPHA COMPANY VERSUS BETA COMPANY

Alpha Company*



Beta Company*



Category 1	High	Medium-High	Medium-Low	Low
Category 2	Medium-High	Medium	Low	Low
Category 3	Medium	High	Medium	Low
Category 4	High	Medium-High	Medium-Low	Low

Source: Proactive Recruiting, "Building Talent Pipelines" Survey, Proactive Recruiting Research.



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BETTER, FASTER, CHEAPER (REALLY)

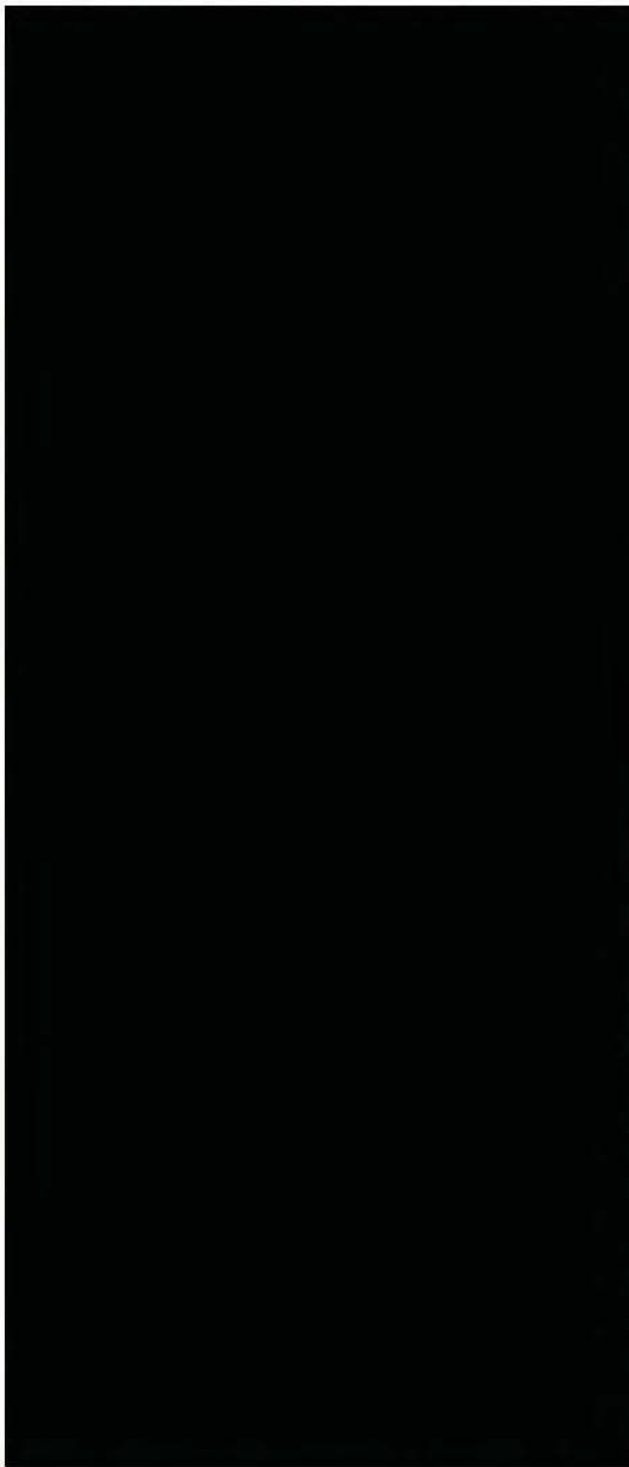
Organizations are investing
in talent pipelines...

...to drive slate quality...

...and improve core recruiting metrics

Direct Outcomes

Ultimate Outcomes



Source: Recruiting Roundtable "Building Talent Pipelines"
Survey: Recruiting Roundtable research.

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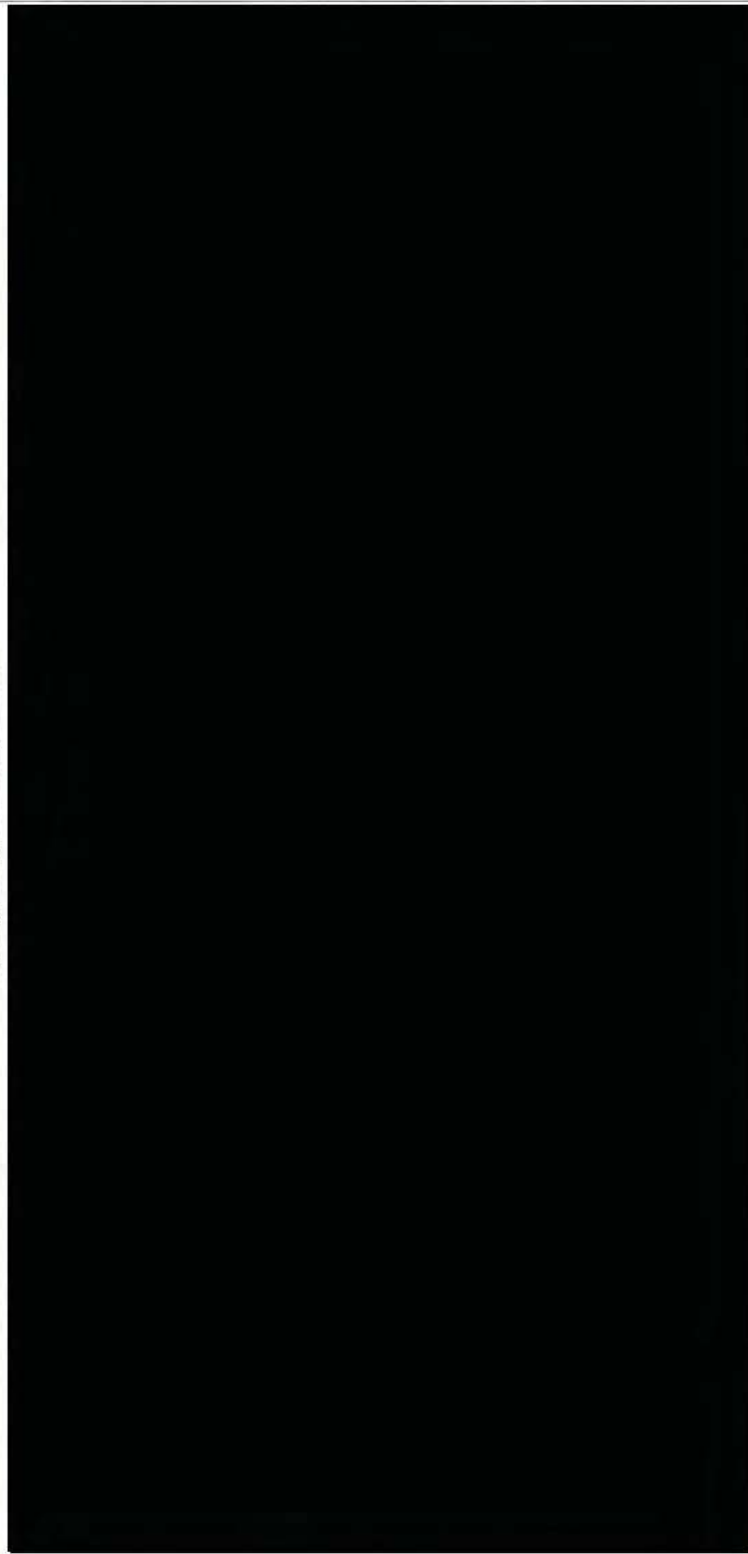
Benefit #4: Less Competition for Passive Candidates

THE REAL PAYOFF: LESS COMPETITION

The more passive the candidate, the fewer the competitors for talent

Talent Competition

By Degree of Job-Seeking Behavior



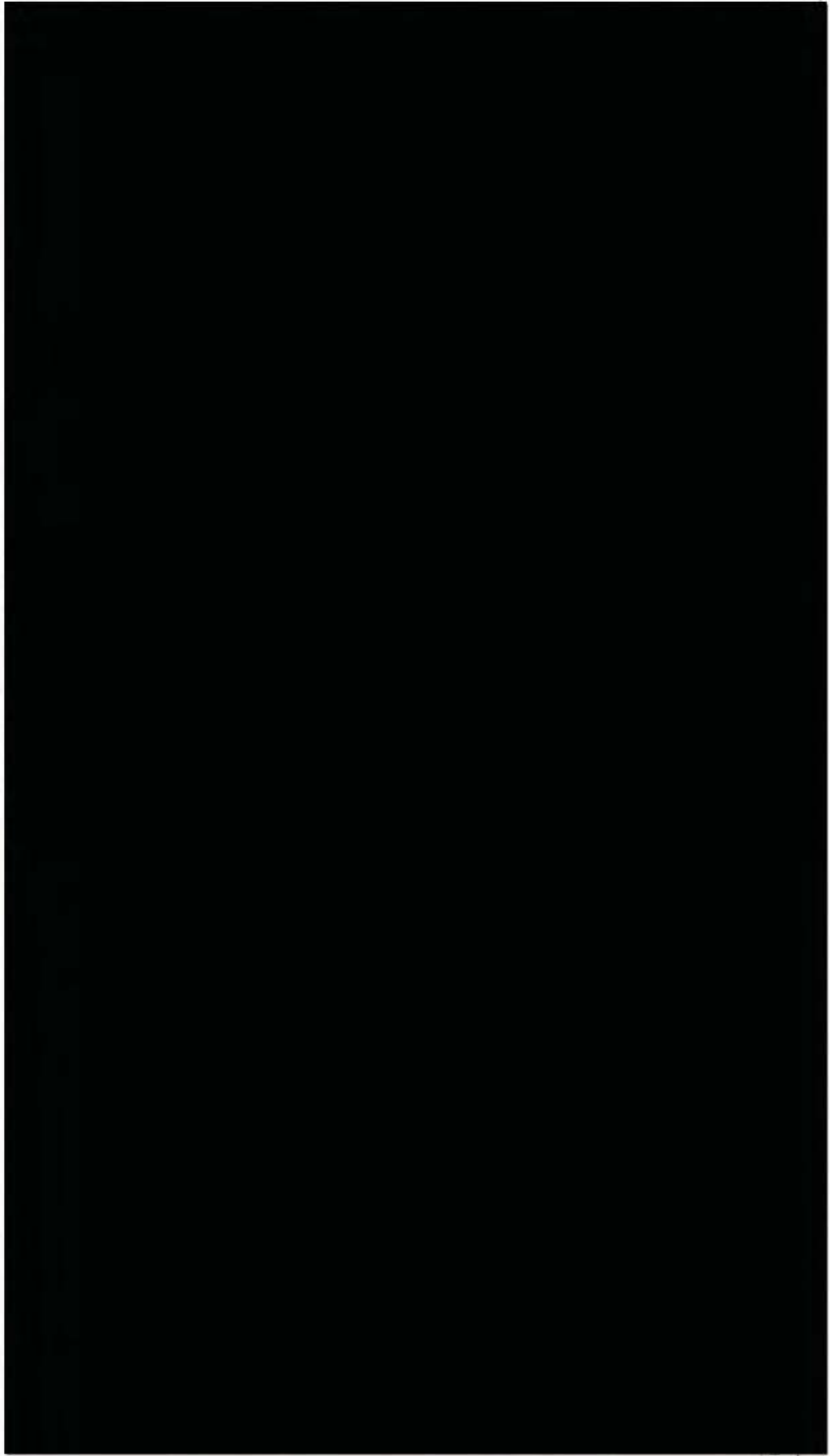
Source:

Benefit #3: Passive Candidates Stay Longer

PASSIVE = (SIGNIFICANTLY) MORE LIKELY TO STAY

Candidates who were more passive in their job search are more likely to stay at their new organizations

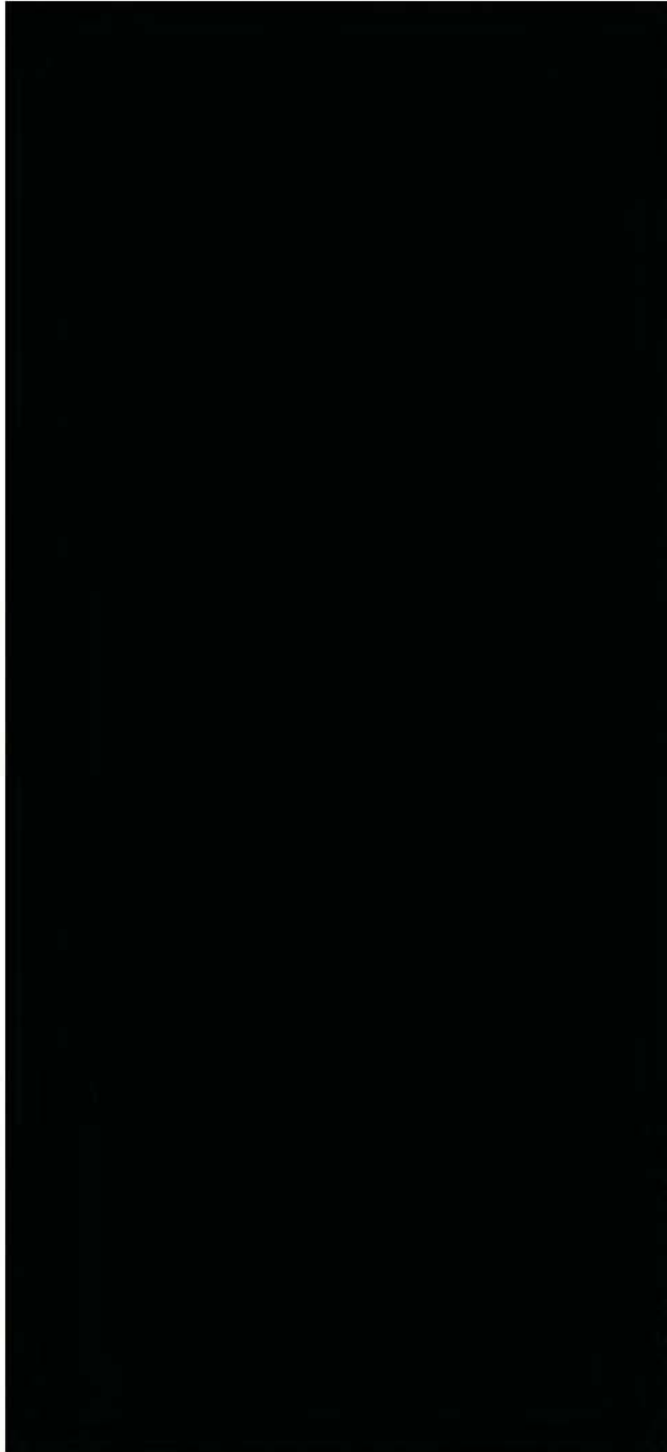
Impact on New Hire Intent to Stay
By Degree of Job-Seeking Behavior



Benefit #2: Passive Candidates Perform Slightly Better

PASSIVE = (SOMEWHAT) HIGHER PERFORMING
On average, passive candidates perform slightly better than active candidates

Impact on New Hire Performance
By Degree of Job-Seeking Behavior



Source: PricewaterhouseCoopers Research (2006)

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Benefit #1: Larger Pools of Talent

CASTING A WIDER NET

Roundtable analysis reveals a surprising spectrum of job-search behaviors in the labor market

Labor Market Distribution



Source: Roundtable Roundtable "Building Talent Pipelines"
Survey/Measuring Roundtable research.



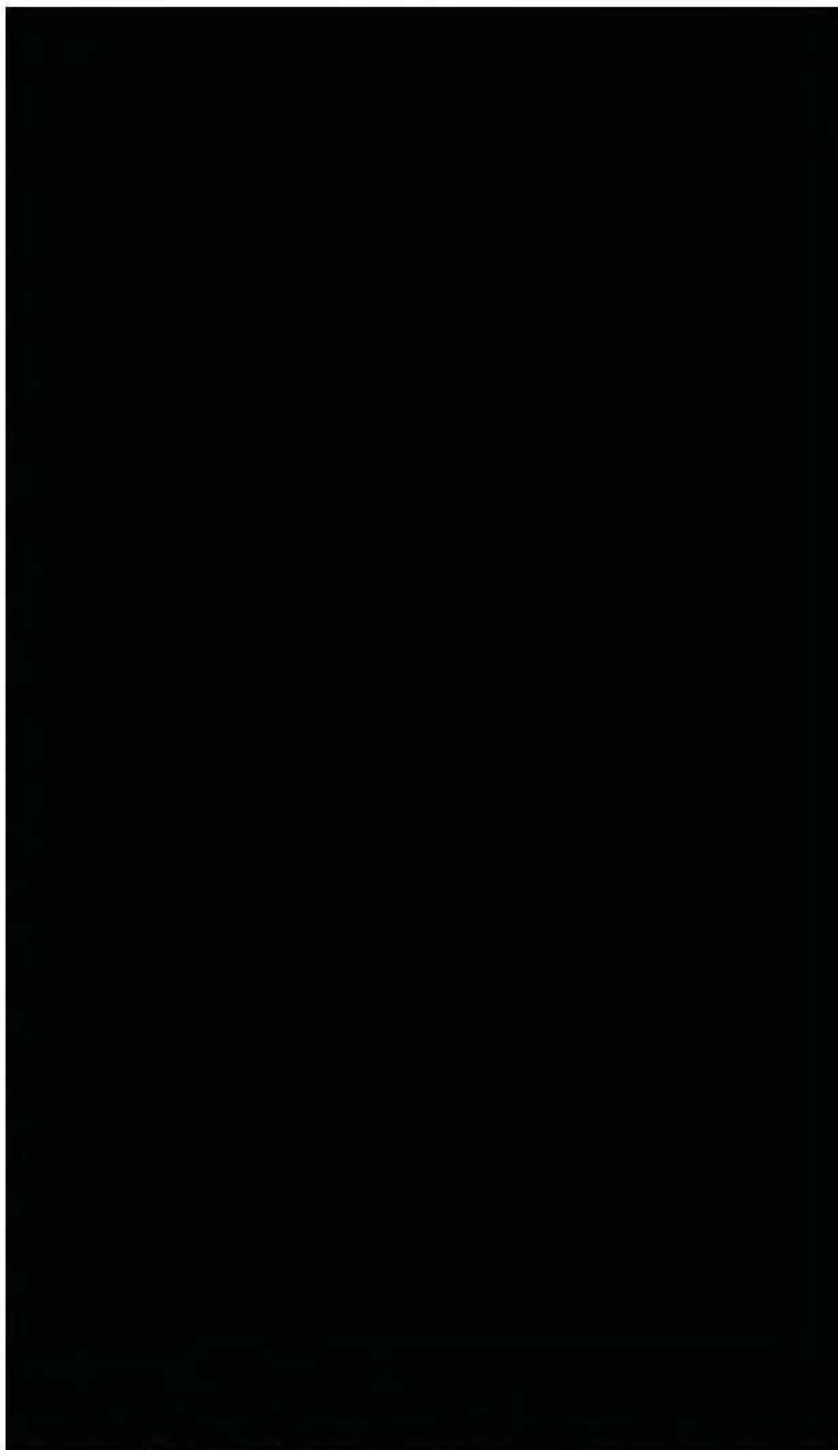
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What's Important?

Intuit: What We're Solving For:

Big Y: Deliver "True North" ... best we can be results for all 3 stakeholders in the current period while building the foundation for a stronger future

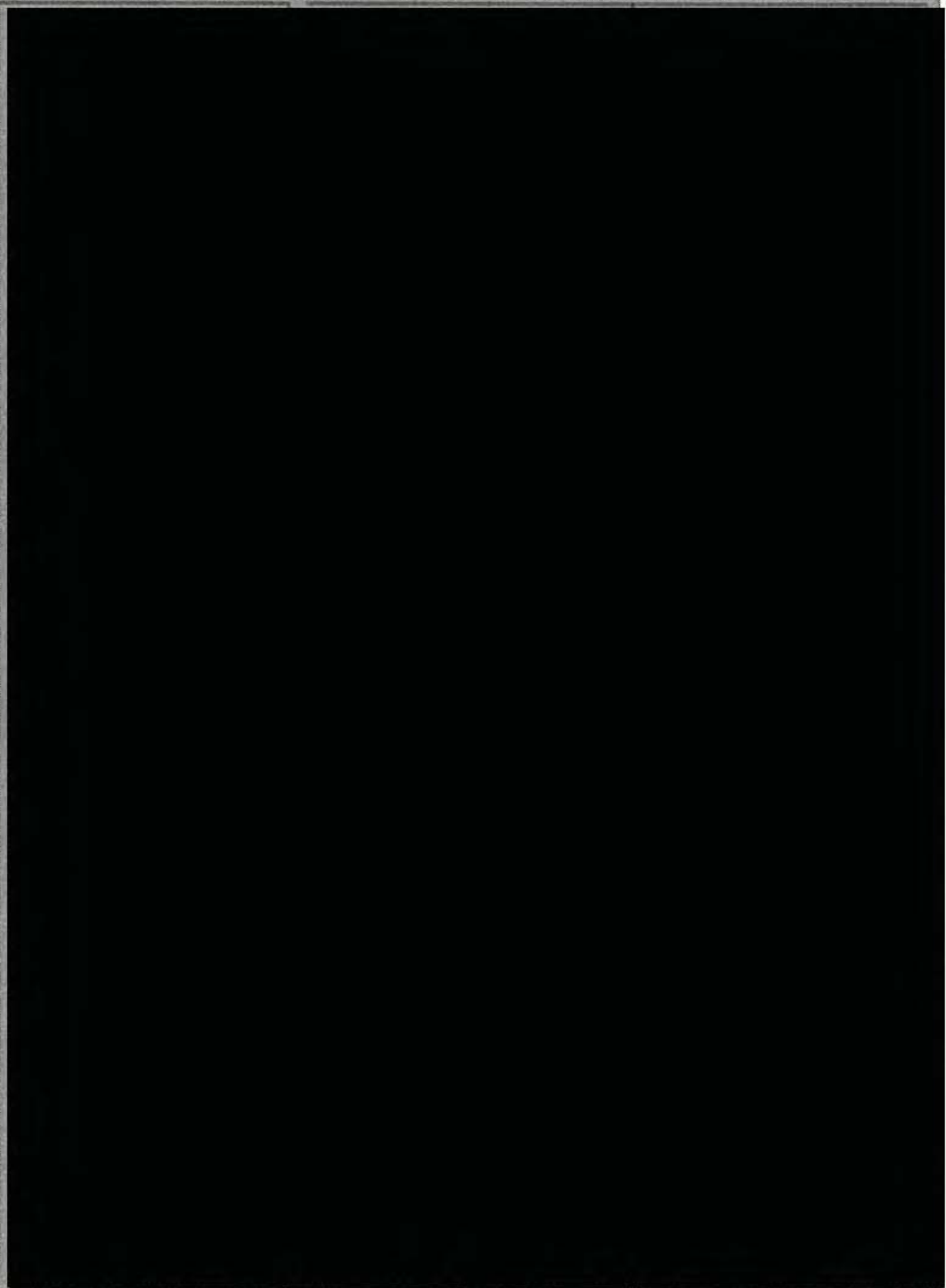


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Candidate Generation- Sourcing

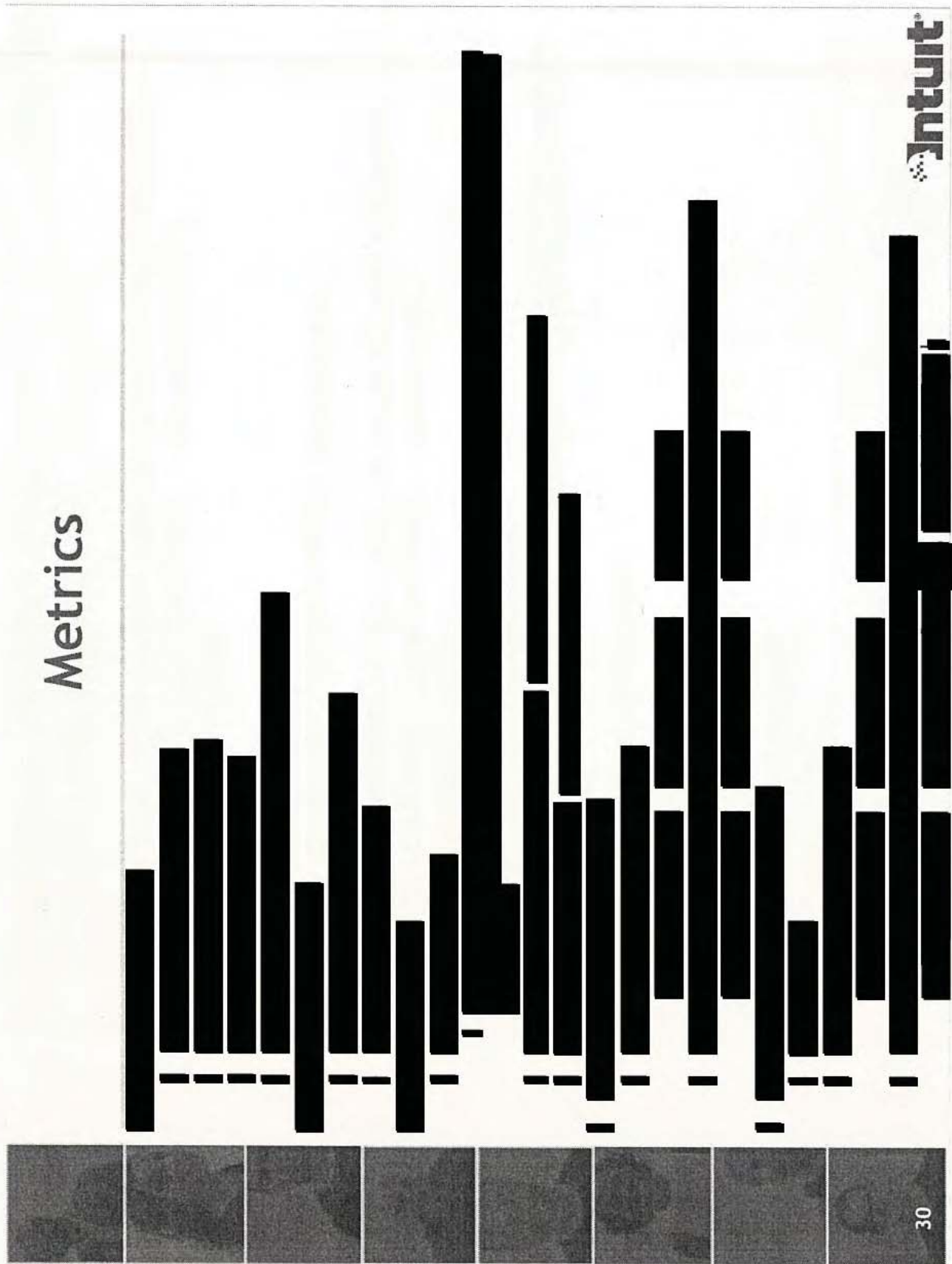
Delivery Model — use analogy of “product support tiers” for consumers



Profile
Framework

Resume
Framework

Tools
Framework

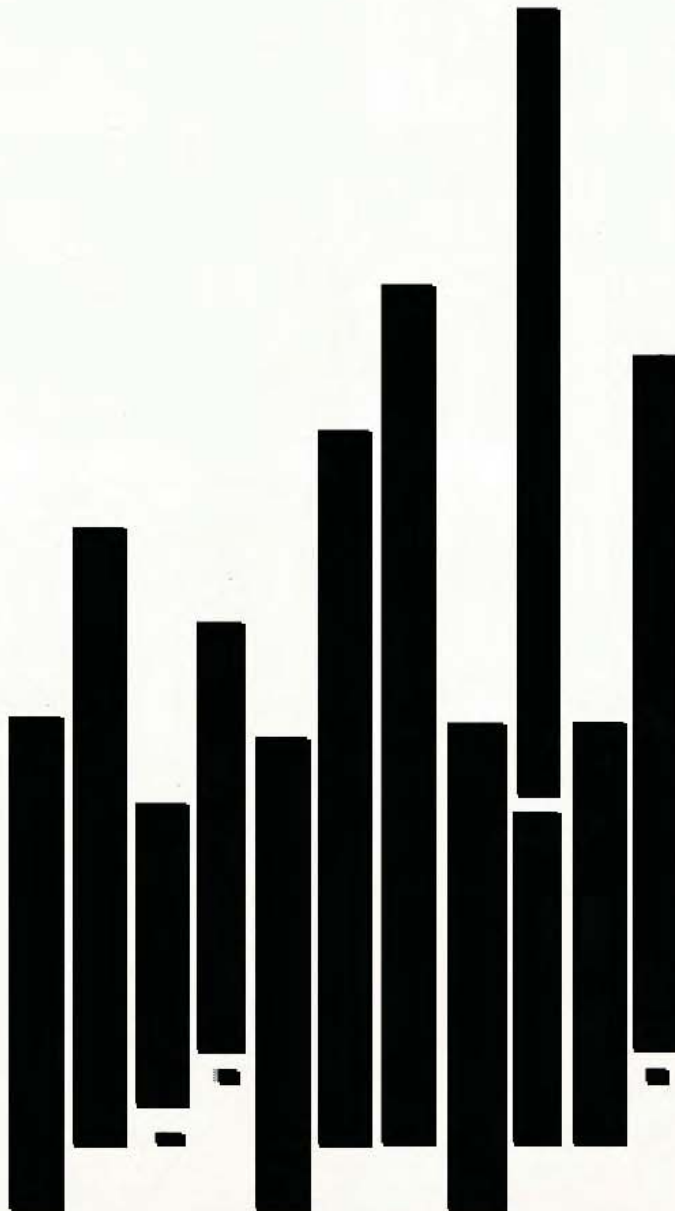


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Candidate Generation Sourcing OPS Metrics



Future Metrics



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Talent Acquisition Strategic Overview

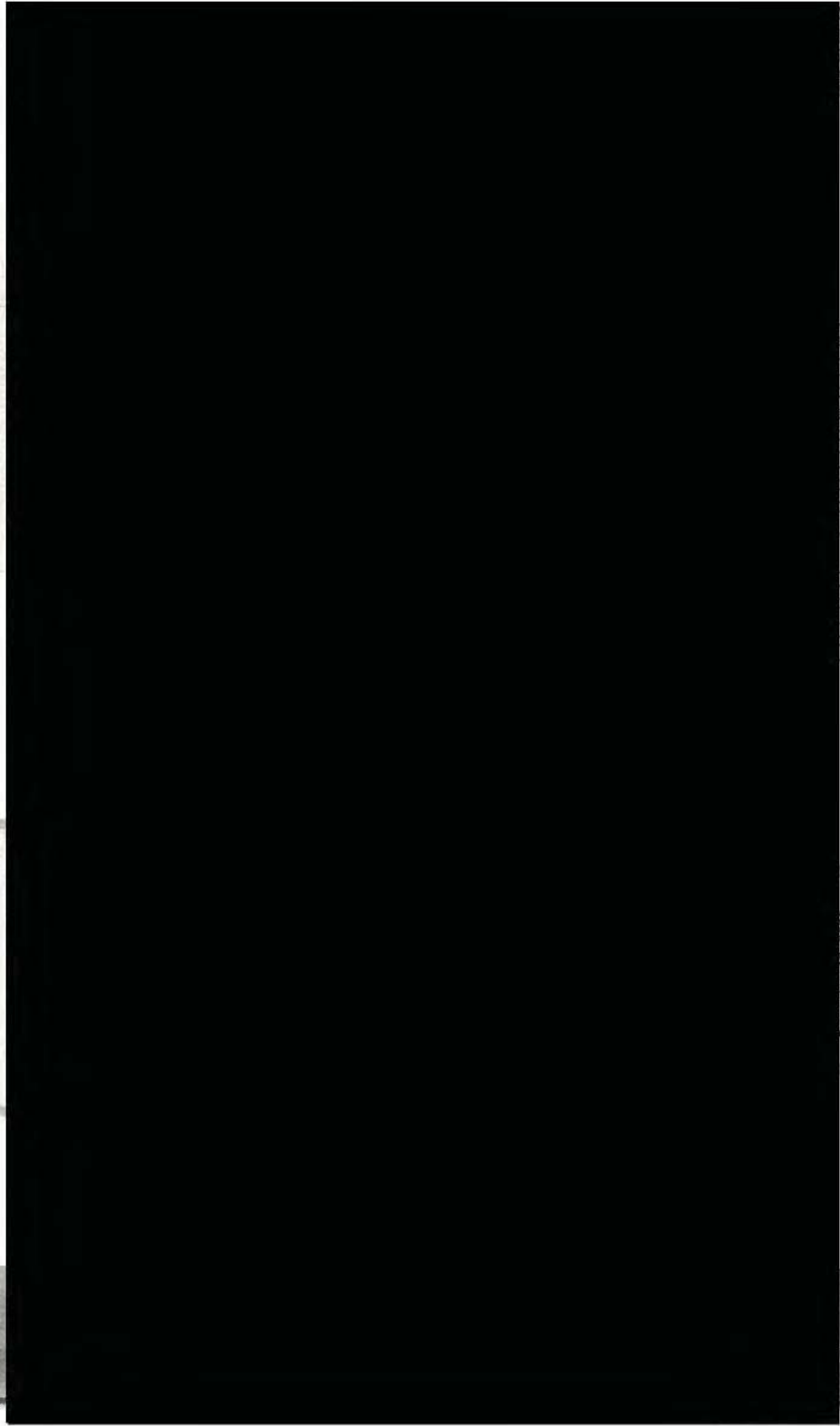
Position Definition

Candidate Generation

Candidate Assessment

Offer

On-boarding



advisit

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From M2...The Talent Acquisition Vision - 2010



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Candidate Generation, Sourcing OPS

WHO we are: *The Candidate Generation Team is a group of candidate development experts that are passionate about identifying and qualifying talent, building talent pools and communities, and creating a WOW experience for prospects.*

WHAT we do: *Create experiences which deliver the right engaged talent where and when we need it.*

HOW we do it: *By providing "world class" sourcing resources that can be leveraged across the entire company!*

People Resources

Systems/Tools

Candidate Generation Programs

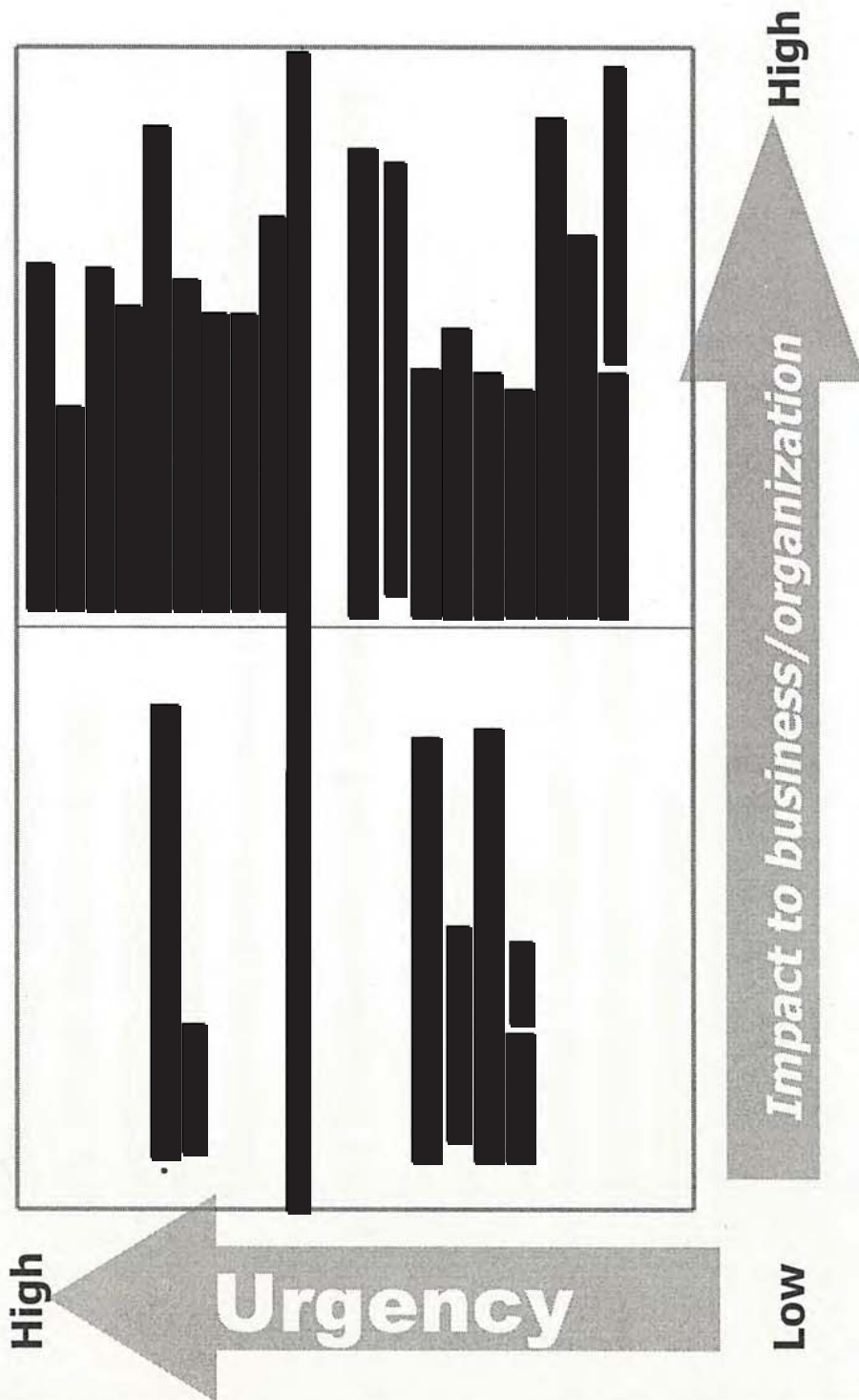
Excellence in Candidate Generation: Training & Best Practices

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Time ... Our most valuable resource



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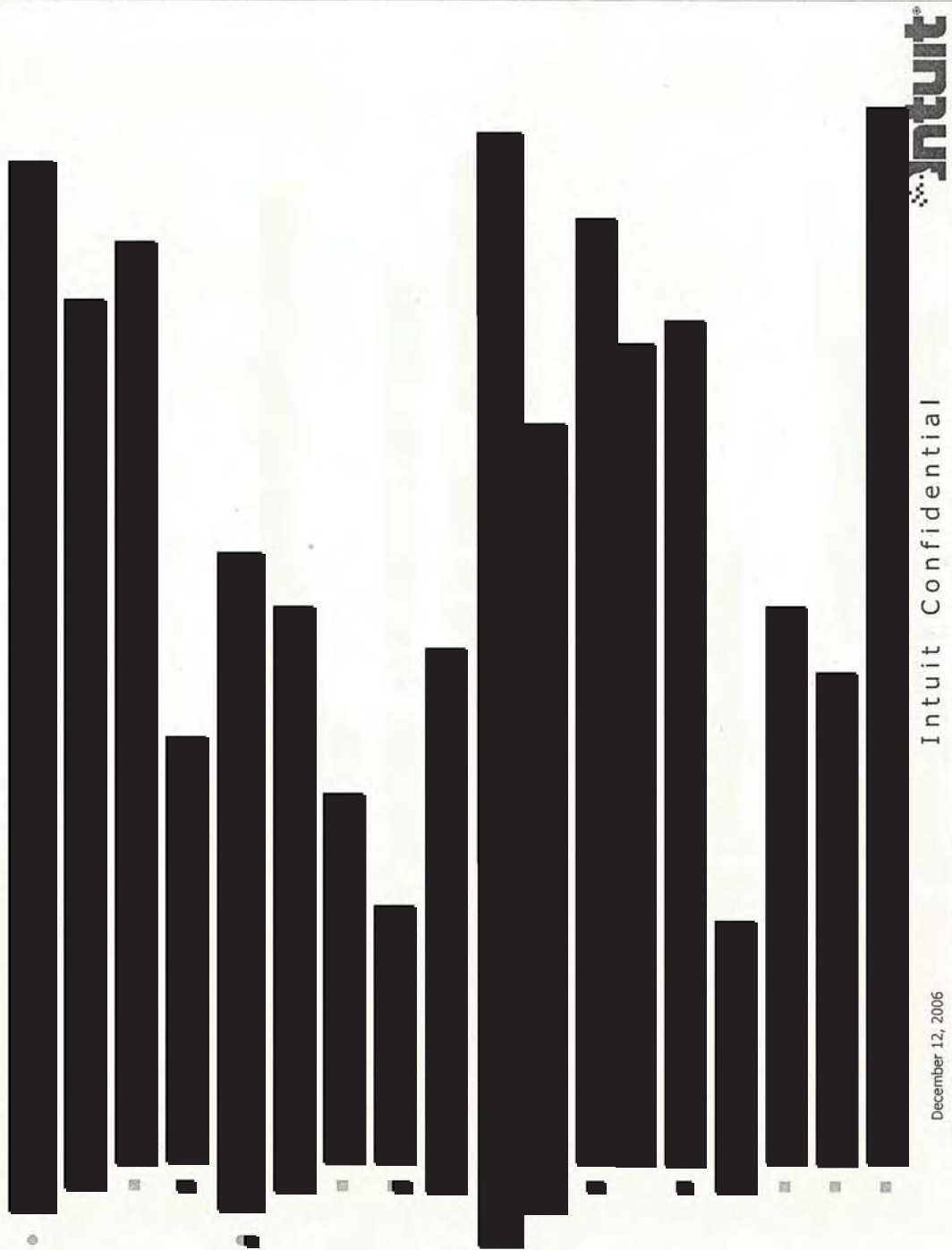
Sourcing Operations



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Employment Messaging / Candidate Experience

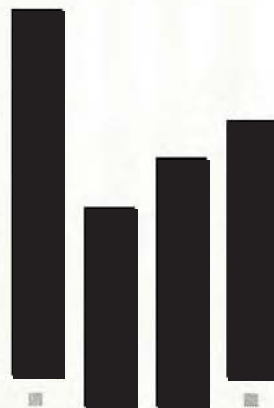


Talent Pool Development & Raising our Capability

- Talent Pool Development



- Raising our capability...leveraging trends



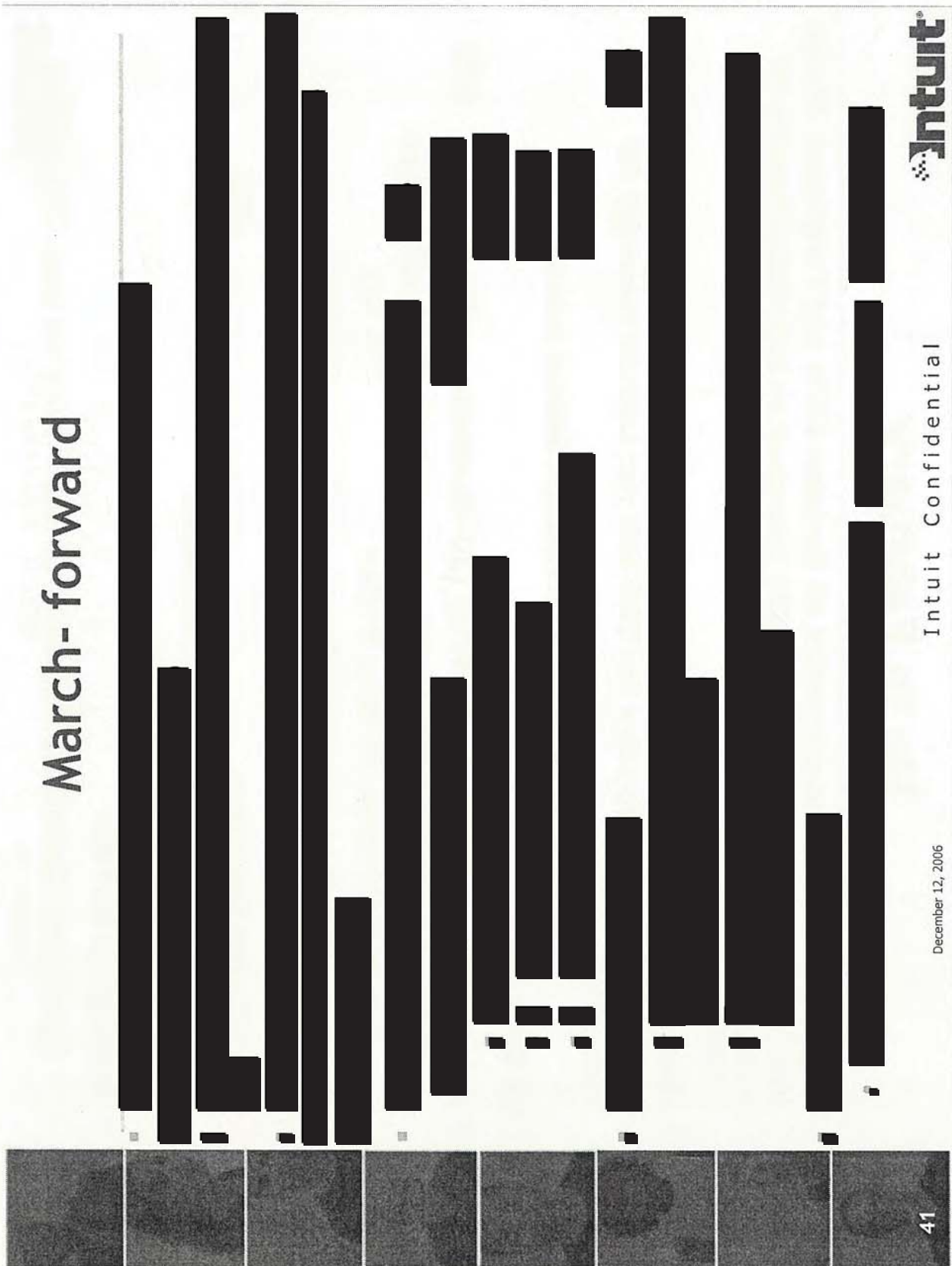
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Can Generation Driven Social Networking

Events YTD: (since November on)

[REDACTED]

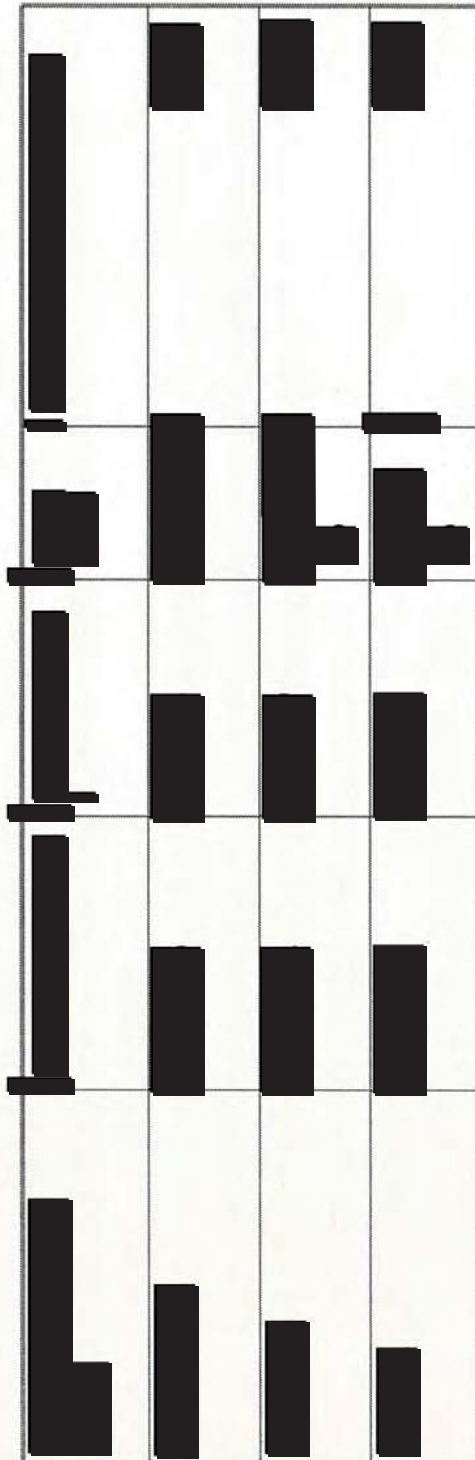
Social Networks Successfully Built:

[REDACTED]



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Candidate Generation Email Campaigns



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Name Generation Projects:

Name Generation Specialist: Mark Howard

Name Generation databases for:

Age Group	Not at all	Somewhat	A fair amount	A great deal
18-29	10%	20%	30%	40%
30-39	5%	15%	35%	45%
40-49	10%	25%	35%	30%
50-59	5%	15%	40%	35%
60-69	10%	20%	35%	35%
70-79	15%	25%	30%	30%
80-89	20%	30%	25%	25%
90+	25%	35%	20%	20%

Training Launched: May 4th

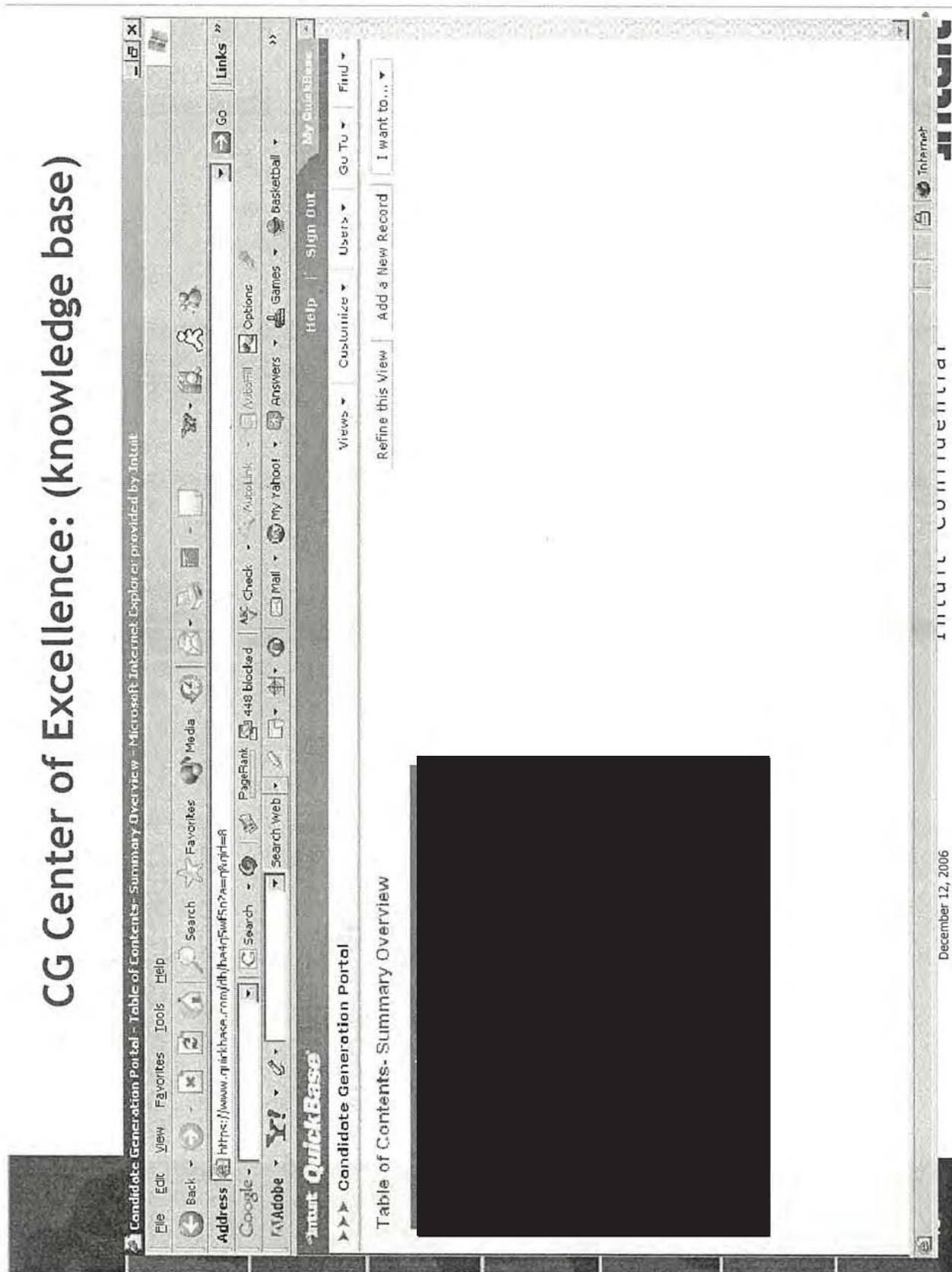
We are currently piloting PILOT:

- Creating and executing on user test scenarios
- By 6 mos we should be able to dump all of our

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CG Center of Excellence: (knowledge base)



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